

UNIVERSITY OF WASHINGTON  
FACULTY COUNCIL ON MULTICULTURAL AFFAIRS  
March 2, 2011, 3:30-5:00 p.m.  
36 Gerberding Hall

Meeting Synopsis

1. Approval of November minutes
  2. Meeting with Dean Sandra Archibald, Evans School of Public Affairs
  3. New Business: Diversity requirement
  4. Adjourn
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**Call to Order**

The meeting was called to order at 3:35 p.m.

**1. Approval of November minutes**

The minutes of the November 17, 2010 meeting were approved as written.

**2. Meeting with Dean Sandra Archibald, Evans School of Public Affairs**

The council met with Sandra Archibald, Dean, Evans School of Public Affairs, to discuss the Evans School's implementation of a diversity plan. Archibald passed out a Diversity Planning Goals and Consultant Recommendations report [available online at [https://evans.washington.edu/files/diversity\\_report\\_DRAFT\\_web.pdf](https://evans.washington.edu/files/diversity_report_DRAFT_web.pdf)]. She said that the school has become more successful in implementing diversity plans, and is now having to address other institutional policies and decision making.

Archibald said she's had a long commitment to diversity which she proudly works to implement. She wanted to have a diverse faculty as well as student body, with the guiding principle that people making policy and administering public resources should be representative of the public. She noted that the profession is becoming more accessible through public institutions, but that because it's not such a well paying profession people have to be motivated to be involved in public service. It has been challenging to engage people all the way through the PhD level, which is one of the goals of 5 year old PhD program.

Archibald said that increasing applicant pools and interviewing more candidates are the most successful ways to increase faculty diversity. Increasing the pool doesn't really cost a lot extra, but allows for strong candidates to come to the top. Advertising takes place in more broadly focused outlets and different types of journals, and the Evans School keeps their eye on developing potential faculty members, pursuing them before they're on the market. They encourage candidates and can take steps like having them come out for a seminar or waiting a year if necessary.

In the ensuing conversation with the council, points made included the following:

- Leadership taking charge is very important to increasing diversity. Ways to do this include engaging in conversations about the subject, focusing on the nature of research work, and showing a commitment to mentoring.

- Hiring is one step, but also important are mentoring and creating a welcoming environment. Care must be taken to spend time on cross-cultural communication, making sure that norms are objective, and having civil discourse.
- Even with limited opportunities to hire professors in the current economic climate, progress can be made with lecturers, practitioners, etc. But barriers to institutional change include tenure, a hiring freeze, and a lack of retirements.

### 3. New Business: Diversity requirement

A group of students interested in implementing a diversity requirement in the undergraduate curriculum (Tracy Hansen-Lamont, Roxana Garcia, Candy Gutierrez, Joseph Dupris, and Wayne Harvey) came to the council to get input and advice on their goal. They explained that the requirement would fall within the existing Areas of Knowledge requirements, and they would prefer two courses of two to five credits each. They haven't yet established whether they would prefer the requirement to include global diversity classes or remain focused on the United States. They said that they are using the definition of diversity as given by UW itself, and a list of existing courses that have already been identified as meeting diversity requirements. They noted that currently 60% of students already complete one of these classes before graduation.

Discussion with the council focused on the implications of having US-based classes versus global diversity classes meeting the requirement, including whether the appropriate and desired learning would take place and course load and availability considerations. Fraga pointed out that under Activities-Based Budgeting, the logistics and available funding could be different, and suggested an interdisciplinary course to get people working together on the issue, appealing to a broad cross-section.

The council also offered additional advice to the students on messaging, resolving outstanding issues, getting figures, figuring out how the requirement would work with transfer students and students entering UW with large numbers of credits, and obtaining buy-in from more resistant departments. It was noted that the students could be reached via email at [uwdiversity@gmail.com](mailto:uwdiversity@gmail.com).

### 4. Adjournment

The meeting was adjourned at 5:13 p.m.

*Minutes by Craig Bosman, Faculty Council Support Analyst, cbosman@uw.edu  
Approved via electronic vote, June 2011.*

#### Present:

Faculty:	Yang, Reyes, Barria, Willgerodt
Ex Officio:	Lillard
President's Designee:	Fraga
Guests:	Sandra Archibald, Tracy Hansen-Lamont, Roxana Garcia, Candy Gutierrez, Joseph Dupris, Wayne Harvey

#### Absent:

Faculty:	Flores, Ginorio
Ex Officio:	Sipes, Lealofi